Association of Universities and Colleges of Canada
Association des Universités et Collèges du Canada

151 Slater
Ottawa, Canada
K1P 5N1

Telex 053-3329
Cable CANUF Ottawa
(613) 563-1236
Fax (613) 563-9745

91-01139/

# STATEMENT ON THE STATUS OF WOMEN IN CANADIAN UNIVERSITIES

## Introduction

In the past 15 years women have come to represent a much larger percentage of the student population of Canadian universities. They are still, however, underrepresented in some undergraduate programs and many graduate programs.

The number of women holding regular faculty positions remains considerably smaller than would be expected from female participation in undergraduate and even graduate programs. At senior faculty levels and in academic administration the representation of women is weaker still. While they occupy a majority of clerical and lower management positions, women are underrepresented in middle and upper management.

It has been noted that the small percentage of women in faculty and administrative positions, together with the lower salary levels for female graduates relative to male graduates doing similar work, is a serious disincentive to female participation in higher education and might even be considered an example of discrimination against women.

## Principles and Policies

### General

1. As educational institutions, universities have a special responsibility to play a formative and exemplary role in shaping a society that enables women to pursue, as freely as men can, careers appropriate to their talents and inclinations. Universities must ensure that the principle of equal treatment for both men and women informs all levels of institutional decision-making.

2. Universities are committed:

   a) to developing and implementing procedures designed to avoid discrimination against women in Canadian universities, thereby furthering career opportunities for women as students, as faculty and as support staff;

   b) to ensuring that employees of the university are treated equitably, that all efforts are made to provide equal pay for work of equal value, and that the efforts apply equally to work groups and individuals.

   c) to developing and implementing procedures designed to ensure that there shall be no sexual harassment in Canadian universities.

3. The AUCC believes that universities should aim at representation of both sexes on all major university committees, within the restraints of their composition.

4. Since women, disproportionately to men, are responsible for the care of children, Canadian universities recognize the need for adequate child care services at universities if women, as students or as employees, are to have access to universities equal to that of men.

Women students

5. While participation of women is reaching a satisfactory level in most undergraduate courses in universities, special initiatives are still needed to encourage increased participation in those courses in which women are seriously underrepresented.

6. Since choices of university programs are influenced by programs of study chosen in the schools, universities have a responsibility to ensure that students in the schools are informed of the nature of university requirements, and of the fact that the tendency for females to avoid mathematics and sciences will be a serious hindrance to their free choice of university programs.

Women faculty and administrative staff

7. Recognizing that women are seriously underrepresented in faculty and administrative positions, particularly at senior levels, Canadian universities are resolved to increase that representation.

8. Canadian universities are committed to a policy of appointment and promotion according to merit. Every vacancy should be defined and advertised in terms that do not permit covert or inadvertent discrimination in selection and appointment. All efforts should be made to identify and eliminate practices which place women at a disadvantage in respect of career opportunities.

9. AUCC believes it important that Statistics Canada provide more complete data on women in Canadian universities, including detail on part-time and administrative posts. This information is needed to monitor the status and the changes in status of women in Canadian universities.

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